

Strategies to Enhance the Learning Results of Older versus Younger Workers

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ABSTRACT The aim of the paper is to identify the means of assuring a supportive learning environment to gain the highest learning results aligning strategies with the needs of the workers of different age groups. The paper uses a structural equation modeling approach. The survey questionnaire was sent to three different organizations and total of 156 younger workers and 103 older workers filled up the questionnaire. The research results indicate that managers can enhance learning results of older workers through human resource strategy that focuses on strengthening intrinsic learning motivation and strengthening organizational support for learning while managers can enhance learning results of younger workers through human resource strategy that focuses on strengthening the intrinsic and extrinsic learning motivation drivers.